



EXHIBIT K

Recruitment Activities

2010 - 2011



2010 - 2011

§73.2080(c)(2)

RERUITMENT ACTIVITIES



STATION TOURS

EDUCATIONAL SURVEY FOR
STATION TOURS/CLASSROOM VISITS

☐ KVBC, Channel 3, Las Vegas, NV
☐ KYMA, Channel 11, Yuma, AZ
☐ KTVH, Channel 12, Helena, MT

☒ KENV, Channel 10, Elko, NV
☐ KPVI, Channel 6, Pocatello, ID
☐ KCWY, Channel 13, Casper, WY

Please complete and fax back to, Fax No. _____
Attention _____

Date: 2/2/11

Completed by Melanie Lucero Title Kinder Kids teacher's air

Name of School/Organization: Great Basin College Child & Family Center
Address: 1500 College Parkway
City, State, Zip: Elko, NV 89801

Grade(s) involved

Pre-School & Kindergarten

Type of Activity:

Tour

School Visit by Anchor or Station Employee

☒

Date of Activity

2/2/11

Name of Anchor, Station Employee/Tour Guide: Jim Burns

Did Students learn any information about the Broadcasting Industry: Yes

Briefly explain what learning experience the students derived from the tour/visit
How the images were put on the TV and sent over the air it was alot of fun. Thank you

Thank you for taking the time to fill out this survey.

Intermountain West Communications Company



EDUCATIONAL SURVEY FOR STATION TOURS/CLASSROOM VISITS

☐ KVBC, Channel 3, Las Vegas, NV
☐ KYMA, Channel 11, Yuma, AZ
☐ KTVH, Channel 12, Helena, MT

☒ KENV, Channel 10, Elko, NV
☐ KPVI, Channel 6, Pocatello, ID
☐ KCWY, Channel 13, Casper, WY

Please complete and fax back to, Fax No. _____

Attention _____

Date: 2/4/11

Completed by Melissa Bowen Title Lead Teacher

Name of School/Organization: Great Basin College Child & Family Center
 Address: 1500 College Parkway
 City, State, Zip: Elko, NV 89801
 Phone No.: (775) 753-2224

Grade(s) involved Pre-K

Type of Activity:

Tour

School Visit by Anchor or Station Employee ☒

Date of Activity 2/4/11

Name of Anchor, Station Employee/Tour Guide: Jim Burns

Did Students learn any information about the Broadcasting Industry: yes

Briefly explain what learning experience the students derived from the tour/visit
Our class saw the studio and learned
how a green screen is used on the news
and how a weatherman gives the weather
on T.V.

Thank you for taking the time to fill out this survey.

Intermountain West Communications Company



EDUCATIONAL SURVEY FOR STATION TOURS/CLASSROOM VISITS

☐ KVBC, Channel 3, Las Vegas, NV
☐ KYMA, Channel 11, Yuma, AZ
☐ KTVH, Channel 12, Helena, MT

☒ KENV, Channel 10, Elko, NV
☐ KPVI, Channel 6, Pocatello, ID
☐ KCWY, Channel 13, Casper, WY

Please complete and fax back to, Fax No. _____
Attention _____

Date: 2/8/11

Completed by Amber Ogle Title Teacher

Name of School/Organization: Great Basin College Child & Family Center
Address: 1500 College Parkway
City, State, Zip: Elko, NV 89801
Phone No.: (775) 753-2224

Grade(s) Involved Pre-K

Type of Activity: Tour _____
School Visit by Anchor or Station Employee X

Date of Activity 2/8/11

Name of Anchor, Station Employee/Tour Guide: Jim Burns

Did Students learn any information about the Broadcasting Industry: yes

Briefly explain what learning experience the students derived from the tour/visit
The students got to see themselves on the screen. They
got to see the weather forecast.

Thank you for taking the time to fill out this survey.

Intermountain West Communications Company

EDUCATIONAL SURVEY FOR
STATION TOURS/CLASSROOM VISITS

- ☐ KVBC, Channel 3, Las Vegas, NV
☐ KYMA, Channel 11, Yuma, AZ
☐ KTVH, Channel 12, Helena, MT

- ☒ KENV, Channel 10, Elko, NV
☐ KPVI, Channel 6, Pocatello, ID
☐ KCWY, Channel 13, Casper, WY

Please complete and fax back to, Fax No. _____
Attention _____

Date: 2/9/11

Completed by Stacie Phillips Title Lead Teacher (meadowlark) Class

Name of School/Organization: Great Basin College Child & Family Center
Address: 1500 College Parkway
City, State, Zip: Elko, NV 89801
Phone No.: (775) 753-2224

Grade(s) involved

Pre-K

Type of Activity:

Tour _____
School Visit by Anchor or Station Employee X

Date of Activity

2/9/11

Name of Anchor, Station Employee/Tour Guide: Troy Elder
~~Terry Hertz~~

Did Students learn any information about the Broadcasting Industry: yes

Briefly explain what learning experience the students derived from the tour/visit

We are talking about the community
and all the people who work in the
community. This tour helped the children
to know that there are real people in the T.V.

Thank you for taking the time to fill out this survey.

Intermountain West Communications Company

EDUCATIONAL SURVEY FOR
STATION TOURS/CLASSROOM VISITS

☐ KVBC, Channel 3, Las Vegas, NV
☐ KYMA, Channel 11, Yuma, AZ
☐ KTVH, Channel 12, Helena, MT

☒ KENV, Channel 10, Elko, NV
☐ KPVI, Channel 6, Pocatello, ID
☐ KCWY, Channel 13, Casper, WY

Please complete and fax back to, Fax No. _____
Attention _____

Date: 2/9/11

Completed by Lori Brown Title Lead teacher

Name of School/Organization: Great Basin College Child & Family Center
Address: 1500 College Parkway
City, State, Zip: Elko NV 89801
Phone No.: (775) 763-2224

Grade(s) involved Hummingbirds

Type of Activity: Tour X
School Visit by Anchor or Station Employee _____

Date of Activity 2/9/11

Name of Anchor, Station Employee/Tour Guide: Jim Burns

Did Students learn any Information about the Broadcasting Industry: yes

Briefly explain what learning experience the students derived from the tour/visit
The children are learning about Community
helpers they had a wonderful experience
learning about how a TV Station works.
Thank you very much for taking the time
with the children. ☺

Thank you for taking the time to fill out this survey.

Intermountain West Communications Company



EDUCATIONAL SURVEY FOR STATION TOURS/CLASSROOM VISITS

☐ KVBC, Channel 3, Las Vegas, NV
☐ KYMA, Channel 11, Yuma, AZ
☐ KTVH, Channel 12, Helena, MT

☒ KENV, Channel 10, Elko, NV
☐ KPVI, Channel 6, Pocatello, ID
☐ KCWY, Channel 13, Casper, WY

Please complete and fax back to, Fax No. _____
Attention _____

Date: 3/17/11

Completed by Jennifer Rodriguez Title Teacher

Name of School/Organization: WELLS GRAMMER SCHOOL
Address: 1378 LAKE AVE.
City, State, Zip: WELLS NV 89835
Phone No. 775 762 3477

Grade(s) involved 3rd grade

Type of Activity: Tour 25 STUDENTS 5 ADULTS ☒
School Visit by Anchor or Station Employee _____

Date of Activity 3/17/11

Name of Anchor, Station Employee/Tour Guide: Jim Burns

Did Students learn any information about the Broadcasting Industry: yes

Briefly explain what learning experience the students derived from the tour/visit
Had the newsroom works

Thank you for taking the time to fill out this survey.

Intermountain West Communications Company



SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY

— KSNV, Channel 3, Las Vegas, NV
— KYMA, Channel 11, Yuma, AZ
— KTVH, Channel 12, Helena, MT

— KRNV, Channel 4, Reno, NV
— KPVI, Channel 6, Pocatello, ID
— KCWY, Channel 13, Casper, WY
KENV CHANNEL 10 ELKO NV

Date: 3-17-11

Type of Activity Under New EEO Rule: TOUR OF STATION
(Job Fair, Scholarship Program, Internship Sponsor, Guest Speaker or Emcee,
Classroom visit, Station Tour, etc.)

Date of Activity (On date, From date to date) 3-17-11

Participating Employees : JIM BURNS

Host/Sponsor of Activity: JENNIFER ROOREGUIZ
Name of School/Organization: WELLS GRAMMER SCHOOL
Address: 1378 LAKE AVENUE
City, State, Zip: WELLS NV 89835
Phone No. 775 752 3477

Brief Description of Activity and Station Participation:
A GROUP OF 25 STUDENTS AND 5 ADULTS
(3 TEACHERS AND 2 PARENTS) ARRIVED BY BUS
FROM WELLS GRAMMER SCHOOL AT 1100 AM
THE FIRST STOP WAS IN THE CLASS ROOM WHERE I
INTRODUCED MYSELF AND TALKED ABOUT OVER THE AIR
BROADCASTING THAT IS AVAILABLE IN WELLS, NEVADA.
THEN WE WENT INTO THE STUDIO WHERE THE
STUDENT SEPARATED INTO THREE GROUPS. ONE
GROUP STOOD IN FRONT OF THE GREEN SCREEN
ONE GROUP WAS AT THE NEWS DESK AND ONE
GROUP WAS ON THE INTERVIEW SET (OVER)

Jim Burns

Signed

3-17-11

Date

THE CAMERAS WERE ON AND THE STUDENTS THEN SAW THEMSELVES ON THE MONITOR.

SEVERAL OF THE STUDENTS WERE WEARING GREEN TEE SHIRTS WHICH WERE INVISIBLE AGAINST THE GREEN SCREEN. I WENT TO THE CONTROL ROOM AND CHANGED THE WEATHER GRAPHICS THAT WERE DISPLAYED ON THE MONITOR AND THE NUMBERS SHOWN THROUGH THE STUDENTS WEARING GREEN. I SWITCHED THE CAMERAS

SO THE OTHER GROUPS COULD SEE THEMSELVES ON THE MONITOR. I THEN TOOK EACH GROUP INTO THE CONTROL ROOM ACCOMPANIED BY A TEACHER AND EXPLAINED ABOUT SWITCHING THE CAMERAS AND WEATHER GRAPHICS. WE THEN WENT BACK TO THE STUDIO AND ASKED IF THERE WERE ANY QUESTIONS. THERE WERE SOME ABOUT THE GREEN SCREEN AND ABOUT HOW MANY PEOPLE ARE NORMALLY IN THE STUDIO DURING THE RECORDING OF THE NEWS. THE STUDENTS SEEM TO LIKE THE "ON THE AIR" RED LIGHT OUTSIDE THE STUDIO. THEN THEY GOT BACK ON THE BUS AND LEFT.



INTERNSHIP

SUNBELT

COMMUNICATIONS COMPANY

Revised 7/9/2010

PERSONNEL PAYROLL INFORMATION

To: Payroll Department ☐ SUNBELT ☐ KSNV ☐ KRNV ☒ KENV ☐ KYMA
☐ KPVI ☐ KXTF ☐ KTVH ☐ KCWY

Date: _____

Please enter the following change(s) in your records to take effect 8/27/10
 Date

Employee: Miriam Shumway

Phone Number: _____ Social Security Number: _____

Address: _____

Reason for Change(s)

(X) Mark all applicable reasons

☐ Hired ☐ Re-evaluation of existing job
☐ Re-hired ☒ Termination
☐ Promotion ☐ Warning
☐ Transfer ☐ Other: _____
☐ Change of Address
☐ Salary increase + _____ %
 **Salary Change Reason : _____

The change(s) (X) Mark all applicable Changes

	From	To
Department		
Position		
Status: <u>Full</u> , <u>Part</u> , <u>Temp</u> , <u>75%Full</u> **Please 'X' only one. Do not put Full temp, temp part, etc. **If TEMP is marked include dates Employee will be working in the FROM and TO Box.	Intern (paid)	Term
Rate: <u>Hourly</u> <u>Salary</u> Please mark only one.		
Station		

SUNBELT COMMUNICATIONS COMPANY
PERSONNEL PAYROLL INFORMATION
PAGE 2

EMPLOYEE Miriam Shumway

PREVIOUS EMPLOYEE _____

Leave of Absence From _____ Until _____

TERMINATION☐ Voluntary**MUST CHOOSE ONE**☐ Involuntary

Effective Date _____

Last Day Worked _____

****Reason for Termination/Suspension:**Eligible for re-hire ☒ Yes ☐ No**MUST CHOOSE ONE**End of internship**SUSPENSION**

Yes

No

Number of Days _____

Begin Date _____

Return Date _____

REMINDER: PLEASE DATE WHEN YOU SIGN THE CARD

Employee Signature: _____

Acknowledging Receipt, but not necessarily in Agreement with the above.

Date: _____

Approved by: _____

Department Head

Date: _____

Approved by: _____

Business Manager

Date: _____

Approved by: _____

General Manager/Station Manager

Date: 9/10/10

Approved by: _____

Human Resources

Date: _____

Approved by: _____

President/Chief Operating Officer

Date: _____

SUNBELT

COMMUNICATIONS COMPANY

Revised 1/1/2006

PERSONNEL PAYROLL INFORMATION

To: Payroll Department ☐ SUNBELT ☐ KVBC ☐ KYMA ☐ KRNV ☒ KENV
☐ KPVI ☐ KXTF ☐ KJWY ☐ KTVH ☐ KCWY

Date: 4/27/10

Please enter the following change(s) in your records to take effect 5/17/10

Employee: Miriam Shumway

Date

Phone Number: 775-753-4772

Social Security Number: 530 71-1788

Address: 430 Mountain City Hwy, Unit #12
Elko, NV. 89801

Reason for Change(s)

(X) Mark all applicable reasons

☒ Hired

☐ Re-evaluation of existing job

☐ Re-hired

☐ Termination

☐ Promotion

☐ Warning

☐ Transfer

☐ Other: _____

☐ Change of Address

☐ Salary increase + _____ %

**Salary Change Reason : _____

The change(s) (X) Mark all applicable Changes

From

To

Department

Position

Status: ☐ Full, ☒ Part, ☐ Temp, ☐ 75% Full

**Please 'X' only one. Do not put Full temp, temp part, etc.

**If TEMP is marked include dates Employee will be working in the FROM and TO Box.

Rate: ☒ Hourly ☐ Salary

Please mark only one.

Station

News 560
INTERN

PART-TIME

KENV

SUNBELT COMMUNICATIONS COMPANY

PERSONNEL PAYROLL INFORMATION

PAGE 2

EMPLOYEE Shirley

PREVIOUS EMPLOYEE _____

Leave of Absence From _____ Until _____	
TERMINATION	
<input type="checkbox"/> Voluntary MUST CHOOSE ONE <input type="checkbox"/> Involuntary	Effective Date _____ Last Day Worked _____ **Reason for Termination/Suspension: _____ _____ _____ _____
Eligible for re-hire <input type="checkbox"/> Yes <input type="checkbox"/> No MUST CHOOSE ONE	
SUSPENSION	
Yes <input type="checkbox"/> No <input type="checkbox"/>	_____
Number of Days _____	_____
Begin Date _____	_____
Return Date _____	_____
REMINDER: PLEASE DATE WHEN YOU SIGN THE P.P.E.	

Employee Signature: _____
 Acknowledging Receipt, but not necessarily in Agreement with the above.

Date: _____

Approved by: [Signature]
 Department Head

Date: 3/27/10

Approved by: _____
 Business Manager

Date: _____

Approved by: _____
 General Manager/Station Manager

Date: _____

Approved by: [Signature]
 Corporate Business Manager

Date: 4/27/2010

Approved by: [Signature]
 President/Chief Operating Officer

Date: 4/27/2010

REQUIREMENTS TO ENTER TO BE INTERNSHIP PROGRAM

1. You must have completed such of the required courses for graduation as may be prescribed by the university.
2. You must have a 3.0 or better GPA in the major and overall. Students who have a 2.5 to a 2.9 GPA may place their applications with the Internship Coordinator at the university for consideration.
3. You must be a sophomore or higher standing.
4. We must have a letter from your faculty advisor confirming your current status.
5. You must complete the attached Communications Internship Data sheet, which will give us additional information on your academic and vocational background.
6. You must review and be ready to participate in completion of the attached Internship Curriculum sheet.
7. You must attach a current resume and references, if available and a copy of your transcripts.

Once all of this information is completed, submit those materials to the Internship Coordinator at your university, who will forward them to the person responsible for coordinating the internship at the TV station. Your application and curriculum proposal will be directed to the appropriate department or departments within Sunbelt. A potential Intern Sponsor will contact you to refine and define the specific curriculum for your internship. Final candidates will be interviewed.

Once the final candidate is chosen, that candidate will meet again with their Intern Sponsor and outline the activities and responsibilities of the projects they will be working on and complete the Internship Curriculum sheet. This will ensure mutual agreement to satisfy the needs of the students, Sunbelt and your university.

At this meeting, you and the Intern Sponsor will determine a schedule as to when the internship will begin and end, and the days and hours (not to exceed 30 hours per week) that you will devote to the internship project.

In most cases, a weekly progress report (*see attached*) will be completed by the intern and a copy submitted to the Internship Coordinator and/or Intern Advisor, at your university as evidence of work completed. At mid-term time, you and your Intern Sponsor will review your original curriculum and goals and objectives, make any appropriate changes and complete a written mid-term report and evaluation. At the end of the internship, your Intern Sponsor will recommend a final grade and complete an evaluation form as to your success or failure in your internship experience.

If your internship was a goal-oriented project type internship, your completion of your project will replace, in whole or on part as designated, both the mid-term report and any final report. In any case, however, your Intern Sponsor and you should complete weekly progress reports

during the course of your internship and your Intern Sponsor will recommend a final grade and complete an evaluation of your internship.

COURSES RELEVANT TO YOUR PROPOSED INTERNSHIP

(COURSE TITLE)	(HRS/CR)	(GRADE)
COM 196 Internship	3 credits	

PROPOSED INTERNSHIP WORK PERIOD: 2010

☒ SUMMER () FALL
() WINTER () SPRING

NUMBER OF CREDIT HOURS APPLIED FOR: 3

INTERNSHIP DATES FROM 5/17/10 TO 8/20/10

INTERNSHIP COORDINATOR'S SIGNATURE: Wyoming Rosett

I realize that in making this application, my character, reputation for honesty, habits, ability, criminal convictions, if any, financial responsibility, and reasons for leaving employment may be investigated and the persons who know me now or knew me in the past may be contacted and questioned about me. I understand and give consent to such an investigation.

STUDENT SIGNATURE: M. Shumay DATE: 4/20/10

INTERNSHIP CURRICULUM

On this form you should describe, in as much detail as possible, the curriculum that you will follow in completion of your internship. You should use this to formulate the goals that you would like to accomplish, the experiences that you expect to learn from the internship, and describe in full the completed goal of your internship to the extent possible.

INITIAL PROPOSAL

1. **Primary Activities:** Outline primary activities by job task. These are the sorts of day-to-day duties that you would do on an ongoing basis (such as load paper in teleprompter and operate prompter during the course of the newscasts).
 I would like to learn what makes a TV news station run, the ins and outs that make it tick smoothly. I would like to learn what I expect to learn.
2. **Internship Goals and Objectives:** This should be a short description of what you intend to accomplish by performing the internship. For instance, if you are a marketing intern, your ultimate goal might be to present an original marketing plan formulated by you to a new prospective category of clients that is not presently advertising on television.
 I intend to help out in any way possible and in turn improve the quality of the news station and the ease of the process of news gathering. I intend to learn about the ways of broadcast before I offer new ways to complete the process.
3. **Syllabus Curriculum:** In this section you should describe in narrative form the ongoing progress that you expect your internship to take. This should show an integration of how the primary activities culminate in eventually reaching the described goal or objective that you have stated above.
 During my internship, I plan to complete daily activities that are the ongoing of broadcast news television, and hopefully by learning these steps I can improve them either individually or collectively. After my internship, I plan to take all I learned with me as knowledge that can be applied in many fields of communication.



JOB OF THE DAY